

NEGOTIATIONS UPDATE !!!!!

Session #3 February 19, 2009 4:30-6:40 P.M.

- 56 observers were in attendance including 2 Board members: Fussell, & Gregory.
- Insurance proposals were exchanged & they BOTH turned out to be the same as our current contract. Since there were no proposed changes, the insurance article was signed at 4:15. (YEA!!!!)
- The only two other proposals exchanged were the Fringe Benefits & the Working Conditions articles. Both were put aside until next session.
- Retirement age requirements (for those who do not have 30 years or more of verified TCRS teaching credit) & pay for unused sick days for both regular retirement & the retirement incentive were the points of difference in the Fringe Benefits article.
- SCEA proposed changing regular retirement age requirements to 55 years of age & 20 years of verified teaching credit in TCRS in both the regular & the incentive sections while the Board wants the age requirements to remain at 60 years for regular retirement & 57 years for the incentive with 20 years of verified teaching experience.
- The Board's team proposed leaving the pay for unused sick days as it is on the current contract (\$15/day for retirement & \$15/day for the first 100 days, \$25/day for 101-200 days, & \$35/day for days above 200 for the incentive) while SCEA's team proposed \$45/day for any unused sick days for both the regular retirement & the incentive.
- The Working Conditions proposals were basically the same as the current contract with the exception of two new sections added to SCEA's proposal titled Terms of Employment & Personnel Files.
- Terms of Employment addresses work expectations such as length of teacher day, bus & car duty, meetings, duty free lunch, and planning time. Personnel Files addresses maintenance of, access to, & use of personnel files.

Next Session: Fringe Benefits, Working conditions, & Leaves of Absence

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The next 5 Negotiation dates are:
March 12th March 26th April 2nd April 16th April 28th
All sessions 4:00-8:00 in the Board Meeting Room

**Your SCEA Team Appreciates your Attendance !!
YOU COUNT !!!**